

Mental Fitness

Depending on the type of work you do, working conditions can sometimes be intense and demanding. That is why it is very important to be mentally fit both at work and at home. To have good mental health, an employee needs to be able to 1) cope with the stresses of life in a healthy manner, 2) adjust to changes, 3) have a sense of balance in life; and 4) have self-confidence.

There may be times in your life when seeking help from an employee assistance program may be useful. Such times may include:

- Dealing with drug and/or alcohol abuse
- Chronic illness
- Relationship problems
- Experiencing a traumatic incident
- Work-related issues including job performance problems, co-worker and/or managerial conflict, disciplinary stress, and sexual harassment
- Financial difficulties
- Compulsive gambling
- Domestic abuse
- Grief and loss issues
- Legal conflicts
- Stress and job burn-out
- Psychological/emotional problems including, but not limited to: depression, anxiety, eating disorders

The Employee Service Program (ESP) is available to all State of Michigan employees. Certified masters-level social workers provide help to employees by identifying and dealing with both work and personal problems. ESP also provides:

- Consulting services for supervisors, managers, and work units
- Traumatic Incident Stress Management (TISM) services
- Training and education
- Interactive screening program to screen for depression, anxiety, eating disorders, and/or alcohol disorders
- Online stress management program which can help employees take charge of the stress in their lives
- Lunch and Learn Series

Employees may be referred by an ESP counselor for on-going counseling or treatment services. Costs for these services are typically covered by the employee's health insurance.

Employees covered by the State Health Plan PPO should contact Magellan of Michigan at 1-866-503-3158. Employees who belong to an HMO may call their HMO for assistance in selecting and contacting a mental health provider. If you have further questions, you may call ESP, or visit their Web site at www.michigan.gov/esp.

To schedule an in-person or telephone appointment with an ESP counselor, you should call either the Lansing office at 1-800-521-1377 or 517-373-7630, or the Detroit office at 1-800-872-5563 or 313-456-4020. Offices are open from 8 a.m. to 5 p.m. Monday through Friday. All ESP services are *free of charge* and *confidential*.

Another resource where you may get help is the National Mental Health Association. This association is the country's oldest and largest non-profit organization dedicated to promoting good mental health, preventing mental disorders, and achieving victory over mental illnesses through education, research, and service. They have a referral service for individuals who may be suicidal—the National Hopeline Network—at 1-800-SUICIDE. For more information, you may also visit their Web site at <http://www.nmha.org>.